

CLIMATE ACTION COUNCIL
CODE OF CONDUCT

July 2022

Debate is encouraged, but it must be healthy, constructive debate. As Council Members, we promote inclusion, respect and collaboration, embracing differences, building trust, and collaborating on solutions. In this way, we seek to create the culture it will take to succeed in the Council's statutory mission.

With that in mind, Council Members should conduct themselves in all Council-related settings in a manner that creates and maintains a professional, productive working environment that encourages mutual respect and allows us to meet our objectives. This applies to all Council Member interactions, including, without limitation, with respect to Council Members, Council staff, agency staff, consultants, and members of the public. We expect that we all will treat those who work with and support the work of the Council with respect, decency, and civility.

The Council will not tolerate harassment of anyone connected with Council work. Harassment based on race (including traits historically associated with race), ethnicity, color, religion, sex (including pregnancy), sexual orientation, gender identity or expression, the status of being transgender, familial status, marital status, age, national origin, disability (including pregnancy related conditions), military or veteran status, genetic information or predisposition, reproductive health decision making (including the decision to use or access a particular drug, device, or medical service), the status of being a victim of domestic violence, known relationship or association with any member of a protected class, or any other basis that may violate the law will not be tolerated.

Additionally, our Code of Conduct prohibits not only behavior that constitutes unlawful harassment, but also other inappropriate or unprofessional behavior that may reasonably be considered offensive or otherwise inappropriate.

Retaliation against an individual who in good faith reports, opposes or participates in an investigation regarding a violation of this policy, is also a violation and will not be tolerated.

Anyone who experiences or who witnesses behavior that does not conform to the above standards of conduct should report a complaint to one of the Council Co-Chairs, or to one of the Council's Co-Counsel, who are the General Counsels of the Department of Environmental Conservation and NYSERDA. Any conflicts of interest with respect to a Council Co-Chair will be addressed by the Co-Counsels, who will manage as appropriate.

In the cases of allegations of unlawful harassment or discrimination, Council Co-Counsel shall consult with the Office of Employee Relations (<https://oer.ny.gov/>), which may result in a referral to that office for investigation. For all other cases involving allegations of inappropriate, unprofessional or otherwise unreasonably offensive behavior, the Co-Counsels will investigate fairly, promptly and thoroughly. If substantiated, the Co-Chairs will institute mitigative or disciplinary measures, which may include instituting safeguards to protect other Council Members or staff. In any of the above cases, Council Members should expect that investigations may be discussed with a Member's respective appointing authority, including any recommendations of disciplinary action, as appropriate.